



**Request for City Council Committee Action  
From the City Attorney's Office**

Date: June 18, 2012  
To: Ways & Means/Budget Committee  
Referral to:

**Subject:** Marvin Taylor  
Civil Service Commission Appeal of Discharge  
U.S. EEOC Charge of Discrimination (EEOC CHARGE NO. 444-2012-00970)

**Recommendation:** That City Council approve the settlement of all claims in this case by payment of \$34,003.63 to Marvin Taylor from Fund/Org. 06900-1500100-145300 and authorize the City Attorney's Office to execute any documents necessary to effectuate settlement.

**Previous Directives:**

Prepared by: Mike Bloom & Darla J. Boggs Phone: 612-673-2038, 612-673-2180

Approved by:   
Susan L. Segal  
City Attorney

Presenter in Committee: Susan L. Segal, City Attorney

**Financial Impact** (Check those that apply)

- ☐ No financial impact (If checked, go directly to Background/Supporting Information).  
☐ Action requires an appropriation increase to the \_\_\_\_\_ Capital Budget or \_\_\_\_\_ Operating Budget.  
☐ Action provides increased revenue for appropriation increase.  
☐ Action requires use of contingency or reserves.  
☐ Business Plan: \_\_\_\_\_ Action is within the plan. \_\_\_\_\_ Action requires a change to plan.  
☒ Other financial impact (Explain): Fund/Org. 06900-1500100-145300  
☐ Request provided to department's finance contact when provided to the Committee Coordinator.

**Community Impact**

**Background/Supporting Information**

Marvin Taylor was discharged from employment as a Contract Compliance Officer with the Department of Civil Rights on July 14, 2011. Mr. Taylor has appealed his discharge to the Minneapolis Civil Service Commission alleging the Department did not have just cause to terminate his employment. Mr. Taylor has also filed a charge of employment discrimination with the U.S. Equal Employment Opportunity Commission (EEOC CHARGE NO. 444-2012-00970). All claims are expressly denied.

Prior to proceeding to hearing Assistant City Attorney Mike Bloom entered into settlement discussions with Taylor's legal counsel, Lisa Lamm Bachman, and reached a proposed settlement of all claims in exchange for \$34,003.63 or six months of salary, including all claims for damages, attorney's fees and costs. This Office has had discussions with Director Velma Korbel and she agrees that the proposed settlement is in the best interests of the City. We therefore recommend approval by this Committee and the City Council.